

Employee Compensation and Benefits

This assignment consists of two (2) sections: a narrative and a PowerPoint presentation. **You must submit two (2) sections for the completion of this assignment.** Label each file name according to the section of the assignment it is written for.

Imagine that you have just been hired by a new company as the director of the HR department. You have been tasked to hire a new secretary for the department and to develop an employee compensation and benefits package that will be used for that position upon hire. Develop a PowerPoint presentation to present this information to your Vice President. **Go to the Bureau of Labor Statistics' (BLS) Website, located at www.bls.gov, for information regarding organizations and pay in your geographical area.**

*******NOTE: The area that will be utilizing is Jacksonville, NC 28546.*******

Section 1: Narrative

Write a two to three (2-3) page paper in which you:

1. Choose the type of organization for which you are designing the package.
2. Develop an employee compensation and benefits package for this new position. Support your ideas for the compensation/benefits package.
3. Use at least three (3) quality academic resources in this assignment. **Note:** Wikipedia and other Websites do not qualify as academic resources.

Section 1 of your assignment must follow these formatting requirements:

- Be typed, double spaced, using Times New Roman font (size 12), with one-inch margins on all sides; citations and references must follow APA or school-specific format. Check with your professor for any additional instructions.
- Include a cover page containing the title of the assignment, the student's name, the professor's name, the course title, and the date. The cover page and the reference page are not included in the required assignment page length.

	Assignment 5: Employee Compensation and Benefits			
Criteria	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A
Section 1: Narrative				

1. Choose the type of organization for which you are designing the package. Weight: 5%	Did not submit or incompletely chose the type of organization for which you are designing the package.	Partially chose the type of organization for which you are designing the package.	Satisfactorily chose the type of organization for which you are designing the package.	Thoroughly chose the type of organization for which you are designing the package.
2. Develop an employee compensation and benefits package for this new position. Support your ideas for the compensation/benefits package. Weight: 15%	Did not submit or incompletely developed an employee compensation and benefits package for this new position. Did not submit or incompletely supported your ideas for the compensation/benefits package.	Partially developed an employee compensation and benefits package for this new position. Partially supported your ideas for the compensation/benefits package.	Satisfactorily developed an employee compensation and benefits package for this new position. Satisfactorily supported your ideas for the compensation/benefits package.	Thoroughly developed an employee compensation and benefits package for this new position. Thoroughly supported your ideas for the compensation/benefits package.
3. 3 references Weight: 5%	No references provided	Does not meet the required number of references; some or all references poor quality choices.	Meets number of required references; all references high quality choices.	Exceeds number of required references; all references high quality choices.

Section 2: Presentation

Create a twenty (20) slide PowerPoint presentation in which you:

Note: The PowerPoint must not be generic. Add features such as backgrounds that are easy on the eye “color scheme”, Pictures “towards the subject matter”, and Keynotes must be implemented. If a generic/basic Powerpoint is submitted you will be ask to re-do or withdraw

4. Provide an overview of the employee compensation and benefits package that you developed in the narrative portion of this assignment.

5. Determine if the employee will be exempt or nonexempt and discuss how overtime will be handled.

6. Suggest other benefits that might be considered within the next few months to enhance employee performance and provide job motivation.

7. Provide information on how government regulations will influence the compensation.

8. Examine data from two (2) organizations listed in the **BLS Website** with packages similar to yours, focusing on salary, compensation, and benefits in order to convince upper management that your package should be accepted and implemented.

9. Describe how the competitive compensation and benefits package will align with the HRM strategy.

The specific course learning outcomes associated with this assignment are:

- Design training and development systems to improve employee performance.
- Develop competitive compensation and benefits packages that align with HRM strategy.
- Use technology and information resources to research issues in strategic human resource development.
- Write clearly and concisely about strategic human resource development using proper writing mechanics.

	Assignment 5: Employee Compensation and Benefits			
Criteria	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A
Section 2: Presentation				
4. Provide an overview of the employee compensation and benefits package that you developed in the narrative portion of this assignment. Weight: 5%	Did not submit or incompletely provided an overview of the employee compensation and benefits package that you developed in the narrative portion of this assignment.	Partially provided an overview of the employee compensation and benefits package that you developed in the narrative portion of this assignment.	Satisfactorily provided an overview of the employee compensation and benefits package that you developed in the narrative portion of this assignment.	Thoroughly provided an overview of the employee compensation and benefits package that you developed in the narrative portion of this assignment.
5. Determine if the employee will be exempt or nonexempt and discuss how overtime will be handled. Weight: 10%	Did not submit or incompletely determined if the employee will be exempt or nonexempt and did not submit or incompletely discussed how overtime will be handled.	Partially determined if the employee will be exempt or nonexempt and partially discussed how overtime will be handled.	Satisfactorily determined if the employee will be exempt or nonexempt and satisfactorily discussed how overtime will be handled.	Thoroughly determined if the employee will be exempt or nonexempt and thoroughly discussed how overtime will be handled.
6. Suggest other benefits that might be considered within the next few months to enhance employee performance and provide job motivation. Weight: 10%	Did not submit or incompletely suggested other benefits that might be considered within the next few months to enhance employee performance and provide job motivation.	Partially suggested other benefits that might be considered within the next few months to enhance employee performance and provide job motivation.	Satisfactorily suggested other benefits that might be considered within the next few months to enhance employee performance and provide job motivation.	Thoroughly suggested other benefits that might be considered within the next few months to enhance employee performance and provide job motivation.

7. Provide information on how government regulations will influence the compensation. Weight: 15%	Did not submit or incompletely provided information on how government regulations will influence the compensation.	Partially provided information on how government regulations will influence the compensation.	Satisfactorily provided information on how government regulations will influence the compensation.	Thoroughly provided information on how government regulations will influence the compensation.
8. Examine data from two (2) organizations listed in the BLS Website with packages similar to yours, focusing on salary, compensation, and benefits in order to convince upper management that your package should be accepted and implemented. Weight: 15%	Did not submit or incompletely examined data from two (2) organizations listed in the BLS Website with packages similar to yours, focusing on salary, compensation, and benefits in order to convince upper management that your package should be accepted and implemented.	Partially examined data from two (2) organizations listed in the BLS Website with packages similar to yours, focusing on salary, compensation, and benefits in order to convince upper management that your package should be accepted and implemented.	Satisfactorily examined data from two (2) organizations listed in the BLS Website with packages similar to yours, focusing on salary, compensation, and benefits in order to convince upper management that your package should be accepted and implemented.	Thoroughly examined data from two (2) organizations listed in the BLS Website with packages similar to yours, focusing on salary, compensation, and benefits in order to convince upper management that your package should be accepted and implemented.
9. Describe how the competitive compensation and benefits package will align with the HRM strategy. Weight: 10%	Did not submit or incompletely described how the competitive compensation and benefits package will align with the HRM strategy.	Partially described how the competitive compensation and benefits package will align with the HRM strategy.	Satisfactorily described how the competitive compensation and benefits package will align with the HRM strategy.	Thoroughly described how the competitive compensation and benefits package will align with the HRM strategy.
10. Clarity, writing mechanics, and formatting requirements Weight: 10%	More than 6 errors present	5-6 errors present	3-4 errors present	0-2 errors present

Notes from the Professor:

- Make sure that cover pages are complete with all required information. There is some “wobble room” for some information, but the Running Head, complete with paper title and a page number is **mandatory**. There are to be no designs, art work, or colored objects on the cover page. All pages in the paper **must have** a running head with page numbers.
- There must be a heading for each topic section of the paper. In other words, for every criteria statement (or what students sometimes call questions) for the paper, there must be a properly formatted heading (see APA guidelines).
- All citations in the paper that represent quoted or paraphrased information must be properly set up with at least 3 parts; (1) author, (2) year, and (3) page or paragraph number (depending on type of source).
- All references listed on the reference page must be set up properly (see APA rules)...AND...there must be at least 1 citation in the paper for each reference provided on the reference page.

- All papers will have an introduction (not an abstract) and a conclusion section. They are required!
- All paragraphs will be correctly indented and spacing of text throughout the paper is double space and double space only!
- All information and discussions in the paper must be effective and relevant to the paper's topics and each topic must be thoroughly addressed. There should not be extended discussions on unrelated information and every effort should be made to not miss discussing a particular area or topic.
- Must utilize the Bureau of Labor Statistics' (BLS) Website, located at www.bls.gov, for information regarding organizations and pay in your geographical area. (Jacksonville, NC 28546)

Must be original and no plagiarism. This information will be uploaded within SafeAssign which will pull and match any information from Course Hero, Study Pool, Chegg's, etc. Once again must be original! If signs of plagiarism will automatically withdraw